



SPRINGHILL MEDICAL CENTER

Registered Nurses

Department: Nursing Station Two

FLSA Status: Non-Exempt

Grade/Level:

Work Schedule:

Job Status: Full Time

Reports To: Nursing Supervisor for Unit

Amount of Travel Required: No travel required

Positions Supervised:
None

POSITION SUMMARY

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives, and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.

ESSENTIAL FUNCTIONS

Reasonable Accommodations Statement

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Essential Functions Statement(s)

- Monitor, record and report symptoms and changes in patients' conditions.
- Maintain accurate, detailed reports and records.
- Record patients' medical information and vital signs.
- Order, interpret, and evaluate diagnostic tests to identify and assess patient's condition.
- Modify patient treatment plans as indicated by patients' responses and conditions.
- Direct and supervise less skilled nursing or health care personnel or supervise a particular unit.
- Consult and coordinate with health care team members to assess, plan, implement and evaluate patient care plans.
- Monitor all aspects of patient care, including diet and physical activity.
- Instruct individuals, families and other groups on topics such as health education, disease prevention and childbirth, and develop health improvement programs.
- Prepare patients for, and assist with, examinations and treatments.
- Assess the needs of individuals, families or communities, including assessment of individuals' home or work environments to identify potential health or safety problems.
- Prepare rooms, sterile instruments, equipment and supplies, and ensure that stock of supplies is maintained.

- Perform physical examinations, make tentative diagnoses, and treat patients en route to hospitals or at disaster site triage centers.
- Observe nurses and visit patients to ensure proper nursing care.
- Consult with institutions or associations regarding issues and concerns relevant to the practice and profession of nursing.
- Refer students or patients to specialized health resources or community agencies furnishing assistance.

POSITION QUALIFICATIONS

Competency Statement(s)

- Active Listening - Ability to actively attend to, convey, and understand the comments and questions of others.
- Applied Learning - Ability to participate in needed learning activities in a way that makes the most of the learning experience.
- Assertiveness - Ability to act in a self-confident manner to facilitate completion of a work assignment or to defend a position or idea.
- Empathetic - Ability to appreciate and be sensitive to the feelings of others.
- Ethical - Ability to demonstrate conduct conforming to a set of values and accepted standards.
- Research Skills - Ability to design and conduct a systematic, objective, and critical investigation.
- Tactful - Ability to show consideration for and maintain good relations with others.
- Accountability - Ability to accept responsibility and account for his/her actions.
- Communication, Oral - Ability to communicate effectively with others using the spoken word.
- Analytical Skills - Ability to use thinking and reasoning to solve a problem.
- Organized - Possessing the trait of being organized or following a systematic method of performing a task.
- Leadership - Ability to influence others to perform their jobs effectively and to be responsible for making decisions.
- Accuracy - Ability to perform work accurately and thoroughly.

SKILLS & ABILITIES

Education : Associate's Degree (two year college or technical school)

Experience : No prior experience necessary

Computer Skills

Certificates & Licenses

Other Requirements

PHYSICAL DEMANDS

Physical Demands		Lift/Carry	
Stand	N (Not Applicable)	10 lbs or less	N (Not Applicable)
Walk	N (Not Applicable)	11-20 lbs	N (Not Applicable)
Sit	N (Not Applicable)	21-50 lbs	N (Not Applicable)
Handling / Fingering	N (Not Applicable)	51-100 lbs	N (Not Applicable)
Reach Outward	N (Not Applicable)	Over 100 lbs	N (Not Applicable)
Reach Above Shoulder	N (Not Applicable)	Push/Pull	
Climb	N (Not Applicable)	12 lbs or less	N (Not Applicable)
Crawl	N (Not Applicable)	13-25 lbs	N (Not Applicable)
Squat or Kneel	N (Not Applicable)	26-40 lbs	N (Not Applicable)
Bend	N (Not Applicable)	41-100 lbs	N (Not Applicable)

- N (Not Applicable) Activity is not applicable to this occupation.
- O (Occasionally) Occupation requires this activity up to 33% of the time (0 - 2.5+ hrs/day)
- F (Frequently) Occupation requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)
- C (Constantly) Occupation requires this activity more than 66% of the time (5.5+ hrs/day)

Other Physical Requirements

WORK ENVIRONMENT

The Company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the Company may deem appropriate.